

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

November 17, 2017

I. Announcements*Roberta Rehm, UCFW Chair*

- The working group on retiree health is still being populated, but it is expected to begin its work in January.
- Faculty discipline procedures remain opaque to many, especially informal resolutions.

Note: The remainder of this item occurred in executive session, during which no notes are taken.

II. Consent Calendar

Note: Item deferred.

III. Consultation with the Office of the President – Academic Affairs*Michael Brown, Provost*

The committee discussed strategies to address the faculty salary gap with Provost Brown. Members noted that UC's main faculty competitors are elite private universities. Given that, the current practice of 3% adjustments will never enable UC to be competitive in terms of cash compensation, especially given the high cost of living in most UC locales. Moreover, splitting the 3% allocation into different target pots only further slows salary remediation.

Data on failed recruitments remain difficult to obtain. Members suggested that most successful searches are only attributable to the inclusion of off-scale salaries in the hiring packages. This practice negates efforts to address inversion with a fraction of the 3% annual salary allocation. UCFW posited that equity considerations should be funded from a separate pot.

Data on failed retentions is also difficult to obtain. Nevertheless, entire departments and research teams have been hired away. A concomitant erosion in available staff support has further eroded faculty morale, making retentions increasingly difficult.

How to sell to the public and the legislature that UC faculty should be rewarded for what could be perceived as elitism is unclear in the present political environment. Many in Sacramento feel that UC should not compare itself to private institutions, and they want UC to be treated (and remunerated) on a par with other state employees. The legislature is focused on access, not quality.

Still, UC remains the overwhelming choice of Californians for a reason. UC must connect student outcomes to faculty quality, and faculty quality to compensation.

IV. Consultation with the Office of the President – Academic Personnel and Programs

Susan Carlson, Vice Provost

Pamela Peterson, Executive Director

UCFW discussed the *Report on the Negotiated Salary Trial Program* with Vice Provost Carlson. Vice Chair Malloy served as UCFW's lead reviewer of the Report. The problems identified with the program at its inception largely remain: inequalities by discipline, gender, and age are likely to be exacerbated; and conflicts of effort could result or external opportunities may impede retention.

Some members noted that NSTP remains the only option for some faculty to augment their salary. Others suggested that since NSTP does not confer permanent funding, participants inadvertently help mask the salary gap from external audiences and feed the false narrative that UC can continue to just muddle through, despite significant state disinvestment.

Action: Analyst Feer will draft a memo to the Academic Council summarizing the committee's concerns.

V. Consultation with Academic Senate Leadership

Shane White, Academic Council Chair

Robert May, Academic Council Vice Chair

- The UC response to AB 97, which sequestered \$50M from the UCOP budget pending the administration being able to find internal funding for an additional 1500 California undergraduates, is due at the end of this month. It is not yet known what level of scrutiny the state Department of Finance will use to evaluate UC's actions.
- President Napolitano and UC are showing leadership in the DACA debate.
- Governor Brown signed SB201, which allows graduate student researchers to unionize. The impacts to research costs, mentoring, and teaching assistants are unclear at this time.
- The Regents deferred consideration of the UC budget pending state actions.
- A loophole in UC regulations may let a student expelled from one campus enroll at another.
- High level discussions on financial asset optimization are on-going. Endowment management, cash reserves, and market assumptions are all being evaluated.
- Changes to the federal tax code could have unforeseen consequences for research, remuneration, and education practices.
- 2018 is UC's sesquicentennial. Programs are being developed systemwide, and the Senate aims to host an academic symposium on the impact and future of UC.

VI. Report: Health Care Task Force (HCTF)

Lori Lubin, HCTF Chair

- The Blue&Gold insurance plan is being re-bid per best practices. Responses to the RFP were mixed by evaluators, and next steps are uncertain at this point. The Executive Steering Committee will meet soon to make an action plan.
- The retiree health working group membership and charge continue to be the subject of discussion and debate.
- Anthem will take over prescription services for UC Care. Disruption is expected to be minimal.

- The administration has still taken no action to address the domestic partner survivor benefit inequity.
- Increases to premiums and co-pays for 2018 should be minimal, save for UC Care.
- HCTF is investigating the appropriateness of advertising UC Health research projects in open enrollment materials. While soliciting participants from treatment databases may be common, in-person solicitations in provider offices have led to training and privacy concerns. Similarly, disposition of samples may differ from clinical procedures, and communications must be explicit.

VII. Report: Task Force on Investment and Retirement (TFIR)

David Brownstone, TFIR Chair

- The Office of the Chief Investment Officer (OCIO) has proposed adding exchange-traded funds (ETFs) to the DC menu options. TFIR supports this change.
Action: Analyst Feer will draft a memo to the Academic Council supporting the change and encouraging them to do so, as well.
- TFIR has proposed that OCIO investigate adding a qualified annuity option, perhaps in conjunction with the target date funds, to the DC menu, too.
- Investment returns to date have exceeded the benchmarks by 1.2%. New procedures in OCIO have been in place for only one year.
- TFIR is discussing the relative advantages and disadvantages of campus management of campus endowments. The central office has less overhead and performance is comparable.
- TFIR continues to lobby Human Resources to strengthen communications regarding pension choice for new hires.
- Fidelity's retirement readiness planning tools are being evaluated. TFIR would like to see variable assumptions that show a range of outcomes.

VIII. Campus Updates

Davis: Treatment of department chair stipends is in question: it could be categorized as summer salary, since it is not UCRP covered compensation.

Irvine: ADA compliance in lab spaces is flagging. Significant retrofitting is cost prohibitive.

San Diego: Faculty are concerned about the increasing training onus.

San Francisco: 1) Faculty are investigating family friendly policies and practices for efficacy. 2) Local practice has been that faculty who do not have 100% appointments are told they are not Senate eligible, despite provisions for exceptions.

Santa Barbara: 1) The chancellor has voiced support for expanded child care facilities. 2) A review of retirement readiness services provided by UCOP is being prepared. 3) Local accounting practices are under scrutiny following extreme time lags in reimbursements.

Santa Cruz: 1) A new child care facility is poised to move forward. Financials of the "P3" model are being analyzed. 2) The new EVC/Provost has stirred discussions on consensual relationships and SVSH policy implementation.

Also, members were asked to report best practices regarding campus skateboarding safety and policies. Some policies do not have an enforcement provision. Tickets, fines, and dedicated spaces/lanes are recommended.

IX. New Business

None.

Meeting adjourned at 3:35.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Roberta Rehm, UCFW Chair

Attendance:

Roberta Rehm, UCFW Chair
Sean Malloy, UCFW Vice Chair
Caroline Kane, UCB
Greg Downs, UCD
Jean-Daniel Saphores, UCI
David Lopez, UCLA
Dan Jeske, UCR
CK Cheng, UCSD
Elyse Foster, UCSF Alternate
Patricia Fumerton, UCSB
Stefano Profumo, UCSC
Lori Lubin, HCTF Chair
David Brownstone, TFIR Chair
Dick Attiyeh, CUCEA Chair